



Treasury Board of Canada
Secrétariat

Secrétariat du Conseil du Trésor
du Canada

1014
July 8, 2014

**EMPLOYER PROPOSALS
FOR THE
EDUCATION AND LIBRARY SCIENCE (EB) GROUP**

**NEGOTIATIONS FOR THE RENEWAL
OF THE COLLECTIVE AGREEMENT
EXPIRING ON JUNE 30, 2014**

July 8, 2014

INTRODUCTION

The Employer's objectives for this round of bargaining are to advance the government's human resources modernization agenda by implementing a new disability and sick leave management system, by providing salary increases which respect the government's fiscal restraint, and by setting the duration of the collective agreement in order to provide financial predictability.

Such an approach is fair for taxpayers and public servants, and will contribute to a healthier, more productive workforce.

Without prejudice, attached are the Employer proposals for the negotiation of a single collective agreement covering employees who are members of the Education and Library Science bargaining unit.

The Employer reserves the right to present other proposals in negotiations as well as counter-proposals with respect to union demands.

Also, the Employer proposes that articles of the agreement which are not ultimately dealt with as proposals by the parties shall be renewed with appropriate editorial modification to ensure compatibility with other articles as finally agreed.

Proposed changes are highlighted in **bold** font. Where deletions are proposed, the words have a strikethrough “—”.

MEMBERS OF THE EMPLOYER TEAM

Karine Renoux, negotiator and spokesperson, Treasury Board Secretariat (TBS)

Jennifer Pender, Analyst, TBS

Marie-Claude Dussault, Correctional Service Canada (CSC)

Roxanne Savage, Aboriginal Affairs and Northern Development Canada (AANDC)

Melissa Roy, National Defence (DND)

GENERAL

The Employer proposes to:

1. simplify, consolidate and standardize where appropriate;
2. review and amend, as necessary, the collective agreement in relation to recent legislative changes, or any other required administrative changes in terminology;
3. discuss Pay Administration issues;
4. delete references to the word "cash" and replace with the appropriate term.

ARTICLE 2
INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement, the following definitions apply:

"continuous employment"

(emploi continu) has the same meaning as specified in the existing Treasury Board Directive on ~~Public Service Terms and Conditions of Employment~~ *Directive on Terms and Conditions of Employment* on the date of signing of this Agreement;

ARTICLE 10

CHECK-OFF

10.06 The amounts deducted in accordance with clause 10.01 shall be remitted to the Comptroller of the Alliance ~~by cheque~~ within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on the employee's behalf.

~~**10.07** The Employer agrees to continue the past practice of making deductions for other purposes on the basis of the production of appropriate documentation.~~

Renumber accordingly

ARTICLE 11
INFORMATION

11.02 The Employer agrees to supply each employee with a copy of this Agreement. ~~and will endeavour to do so within one (1) month after receipt from the printer.~~ For the purpose of satisfying the Employer's obligation under this clause, employees may be given electronic access to this agreement.

ARTICLE 18
LEAVE GENERAL

~~18.02—An employee is entitled, once in each fiscal year, to be informed upon request of the balance of his or her vacation and sick leave credits.~~

ARTICLE 19
SICK LEAVE WITH PAY

As a result of the Government's announcement to implement a Short-term Disability Plan, the Employer wishes to discuss the consequential changes to the sick leave provisions, a transition approach for sick leave banks, as well as any other required changes to other provisions in the collective agreement.

ARTICLE 20
VACATION LEAVE WITH PAY

20.03

- (a) (i) For the purpose of clause 20.02 only, all service within the public service, whether continuous or discontinuous, shall count toward vacation leave except where a person who, on leaving the public service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on lay-off and is reappointed to the public service within one year following the date of lay-off. For greater certainty, severance payments taken under Article 24.04 to 24.07, or similar provisions in other collective agreements, do not reduce the calculation of service for persons who have not yet left the public service.
- (a) (ii) **For the purpose of clause 20.03 (a) (i) only, effective April 1, 2012 on a go forward basis, any former service in the Canadian Forces for a continuous period of six months or more, either as a member of the Regular Force or of the Reserve Force while on Class B or C service, shall also be included in the calculation of vacation leave credits.**

20.17

- (a) Employees shall be credited a one-time entitlement of thirty-seven decimal five (37.5) hours of vacation leave with pay on the first (1st) day of the month following the employee's second (2nd) anniversary of service, as defined in clause 20.03 (a) (i).
- (b) The vacation leave credits provided in clause 20.17(a) above shall be excluded from the application of paragraph 20.08 dealing with the carry-over and/or liquidation of vacation leave.

****as per MOA signed July 19, 2012****

ARTICLE 20
VACATION LEAVE WITH PAY

Entitlement to Vacation Leave With Pay

20.04 An employee is entitled to vacation leave with pay to the extent of the employee's earned credits but an employee who has completed six (6) months of continuous ~~service employment~~ **service employment** may receive an advance of credits equivalent to the anticipated credits for the vacation year.

ARTICLE 20
VACATION LEAVE WITH PAY

20.06 The Employer shall give an employee as much notice as is practicable and reasonable of approval, rejection or cancellation of a request for vacation leave with pay. In the case of rejection or cancellation of such leave, the Employer shall give the ~~written~~ reason ~~therefore~~ **in writing**, upon written request from the employee.

ARTICLE 20
VACATION LEAVE WITH PAY

20.08

- a. The leave entitlement for the current vacation year shall be used first.
- b. Where in any vacation year an employee has not been granted all of the annual leave credited to him or her, the unused portion of annual leave shall be carried over into the following year, except that the unused portion of annual leave in excess of two hundred and **twenty five (225)** ~~sixty-two decimal five (262.5)~~ hours shall be automatically converted into **a payment** ~~cash~~, by multiplying the number of days to which the excess leave credits correspond by the ~~daily~~ rate of pay applicable to the classification prescribed in the employee's certificate of employment of his or her substantive position in effect on the last day of the preceding fiscal year.
- c. Notwithstanding paragraph (b), during any vacation year, upon application by the employee and at the discretion of the Employer, earned but unused vacation leave credits in excess of one hundred and twelve decimal five (112.5) hours may be paid ~~in cash~~ at the employee's ~~daily~~ rate of pay as calculated from the classification prescribed in the certificate of appointment of the employee's substantive position on March 31 of the previous vacation year.
- d. When in a vacation year an employee has applied for vacation leave with pay, in accordance with clause ED 20.05 or LS/EU 20.05, and has not been granted all the leave requested, the portion of the yearly entitlement of leave that was not granted should be rescheduled by mutual agreement into the next vacation year. Such mutual agreement shall not be unreasonably withheld.
- e. While vacation leave credits shall normally not exceed two hundred and **twenty five (225)** ~~sixty-two decimal five (262.5)~~ hours in excess of the current year entitlement, an employee may request, in exceptional circumstances, to carry over additional vacation leave credits for specific purposes. Such request shall include the duration and purpose of the carry-over.

ARTICLE 20
VACATION LEAVE WITH PAY

Leave When Employment Terminates

20.10 When an employee dies or otherwise ceases to be employed, the employee or the employee's estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave with pay to the employee's credit by the daily rate of pay applicable immediately prior to the termination of the employee's employment. However, where the employee requests, the Employer shall grant the employee any vacation leave earned but not used by the employee before the employment is terminated by lay-off because of a requirement to meet minimum continuous employment requirements for severance pay.

ARTICLE 20
VACATION LEAVE WITH PAY

Advance Payments

20.12

- ~~a. The Employer agrees to issue advance payments of estimated net salary for vacation periods of two (2) or more complete weeks, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last payday before the employee's vacation period commences.~~
- ~~b. Providing the employee has been authorized to proceed on vacation leave for the period concerned, pay in advance of going on vacation shall be made prior to departure. Any overpayment in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.~~

Renumber accordingly.

ARTICLE 20
VACATION LEAVE WITH PAY

Appointment from a Separate Employer

20.15 The Employer agrees to accept the unused vacation leave credits up to a maximum of two hundred and **twenty five (225)** ~~sixty two decimal five (262.5)~~ hours of an employee who resigns from an organization listed in Schedule V of the *Financial Administration Act* in order to take a position with the Employer if the transferring employee is eligible and has chosen to have these credits transferred.

ARTICLE 20

VACATION LEAVE WITH PAY

Summer Leave for the ED-LAT Subgroup of ED (Twelve (12) Month Work Year)

20.16 Employees shall be granted leave without pay during the months of May, June, July, August and September provided a request for such leave is received in writing by the Employer on or before March 15 in each year and provided that leave without pay immediately follows the annual leave. At the departmental level, the total number of requests for leave without pay, spread over the aforementioned five (5) months shall not exceed four per cent (4%) of the employees subject to this clause. The total number of weeks of **annual** leave with pay earned by the employee together with the total number of weeks of leave without pay granted to the employee shall not exceed ten (10) weeks. The period of leave of absence without pay shall be considered as time worked for the purpose of accruing leave credits provided that the employee continues in the employment of the Employer in the month immediately following the employee's return to work.

ARTICLE 20
VACATION LEAVE WITH PAY

20.17

- (a) Employees shall be credited a one-time entitlement of thirty-seven decimal five (37.5) hours of vacation leave with pay on the first (1st) day of the month following the employee's second (2nd) anniversary of service, as defined in clause 20.03.
- ~~(b) The vacation leave credits provided in clause 20.17(a) above shall be excluded from the application of paragraph 20.08 dealing with the carry over and/or liquidation of vacation leave.~~

ARTICLE 21

DESIGNATED PAID HOLIDAY

21.01 Subject to clause 21.02, the following days shall be designated paid holidays for employees:

- a. New Year's Day,
- b. Good Friday,
- c. Easter Monday,
- d. the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's Birthday,
- e. Canada Day,
- f. Labour Day,
- g. the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,
- h. Remembrance Day,
- i. Christmas Day,
- j. Boxing Day,
- k. one additional day in each year that, in the opinion of the Employer, is recognized to be a provincial or civic holiday in the area in which the employee is employed or, in any area where, in the opinion of the Employer, no such additional day is recognized as a provincial or civic holiday, the first Monday in August,
- l. one additional day when proclaimed by an Act of Parliament as a national holiday.

For greater certainty, employees who do not work on a designated paid holiday are entitled to seven decimal five (7.5) hours pay at the straight-time rate.

~~**21.08** Where a day that is a designated holiday for an employee coincides with a day of leave with pay, that day shall count as a holiday and not as a day of leave.~~

ARTICLE 22

OTHER LEAVE WITH OR WITHOUT PAY

22.09 Leave Without Pay for the Care of Family

- (a) Both parties recognize the importance of access to leave for the purpose of the care of family.
- (b) **Subject to operational requirements,** ~~a~~An employee ~~shall~~ may be granted leave without pay for the care of family in accordance with the following conditions:
 - (i) an employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless because of urgent or unforeseeable circumstances, such notice cannot be given;
 - (ii) leave granted under this Article shall be for a minimum period of three (3) weeks;
 - (iii) the total leave granted under this Article shall not exceed five (5) years during an employee's total period of employment in the public service;
 - (iv) leave granted for periods of one (1) year or less shall be scheduled in a manner which ensures continued service delivery.
 - (v) **Compassionate Care Leave**
 - (A) Notwithstanding the definition of "family" found in clause 2.01 and notwithstanding paragraphs 22.09(b)(ii) and (iv) above, an employee who provides the Employer with proof that he or she is in receipt of or awaiting Employment Insurance (EI) Compassionate Care Benefits may be granted leave for periods of less than three (3) weeks while in receipt of or awaiting these benefits.
 - (B) Leave granted under this clause may exceed the five (5) year maximum provided in paragraph (b)(iii) above only for the periods where the employee provides the

Employer with proof that he or she is in receipt of or awaiting Employment Insurance (EI) Compassionate Care Benefits.

- (C) When notified, an employee who was awaiting benefits must provide the Employer with proof that the request for Employment Insurance (EI) Compassionate Care Benefits has been accepted.
- (D) When an employee is notified that their request for Employment Insurance (EI) Compassionate Care Benefits has been denied, paragraphs (i) and (ii) above cease to apply.
- (vi) An employee who has proceeded on leave without pay may change his or her return-to-work date if such change does not result in additional costs to the Employer.
- ~~(vii) — All leave granted under Leave Without Pay for the Long Term Care of a Parent or Leave Without Pay for the Care and Nurturing of Pre-School Age Children provisions of previous Education and Library Science collective agreements or other agreements will not count towards the calculation of the maximum amount of time allowed for care of family during an employee's total period of employment in the public service.~~

ARTICLE 22
OTHER LEAVE WITH OR WITHOUT PAY

22.14 Court Leave

The Employer shall grant leave with pay to an employee for the period of time he or she is required:

- (a) to be available for jury selection;
- (b) to serve on a jury;
- (c) by subpoena or summons to attend as a witness in any proceeding held:
 - (i) in or under the authority of a court of justice ~~or before a grand jury,~~
 - (ii) before a court, judge, justice, magistrate or coroner,
 - (iii) before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the performance of the duties of the employee's position,
 - (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it,or
- (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

ARTICLE 23

EDUCATION LEAVE WITHOUT PAY AND CAREER DEVELOPMENT

23.05 An employee on education leave ~~may~~ **shall** receive allowances in lieu of salary equivalent to ~~from fifty per cent (50%)~~ **up** to one hundred per cent (100%) of basic salary.

ARTICLE 24
SEVERANCE PAY

The Employer wishes to discuss necessary changes due to the elimination of voluntary severance pay.

ARTICLE 26

PAY ADMINISTRATION

The Employer wishes to discuss retroactivity

26.03

b. Where the rates of pay set forth in Appendix "A" have an effective date prior to the date of signing of this Agreement, the following shall apply:

- (iv) for promotions, demotions, deployments, transfers or acting situations effective during the retroactive period, the rate of pay shall be recalculated, in accordance with the *Public Service Terms and Conditions of Employment Regulations Directive on terms and Conditions of Employment*, using the revised rates of pay. If the recalculated rate of pay is less than the rate of pay the employee was previously receiving, the revised rate of pay shall be the rate which is nearest to, but not less than the rate of pay being received prior to the revision. However, where the recalculated rate is at a lower step in the range, the new rate shall be the rate of pay shown immediately below the rate of pay being received prior to the revision;

~~26.08—When the regular payday for an employee falls on his or her day of rest, every effort shall be made to issue his or her cheque on his or her last working day, provided it is available at his or her regular place of work.~~

ARTICLE 27
TRAVELLING TIME

27.04 If an employee is required to travel as set forth in clauses 27.02 and 27.03;

- a. on a normal working day on which the employee travels but does not work, the employee shall receive his or her regular pay for the day.
- b. on a normal working day on which the employee travels and works the employee shall be paid;
 - i. his or her regular pay for the day for a combined period of travel and work not exceeding his or her regular scheduled working hours;
and
 - ii. at the applicable overtime rate for additional travel time in excess of his or her regular scheduled hours of work and travel, with a maximum payment for such additional travel time not to exceed twelve (12) hours' pay at the straight-time rate of pay;
- c. on a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of twelve (12) hours' pay at the straight-time rate of pay.
- d. **for the purpose of paragraphs 27.04(b) and (c), should a period of work and travel continue into the next day, the employee's total travel period will be deemed to have taken place on the day it started.**

ARTICLE 28
CALL-BACK PAY

28.06 Transportation expenses

- a. When an employee is required to report for work and reports under the conditions described in paragraphs 28.01(c) and (d), and is required to use transportation services other than normal public transportation services, the employee shall be reimbursed for reasonable expenses incurred as follows:
 - i. ~~mileage allowance~~ at the **kilometric** rate normally paid to an employee when authorized by the Employer to use his or her automobile when the employee travels by means of his or her own automobile;
 - or
 - ii. out-of-pocket expenses for other means of commercial transportation.

ARTICLE 31
STATEMENT OF DUTIES

31.01 Upon **appointment**, ~~written request~~, an employee shall be provided with a ~~complete and current~~ statement of the duties and responsibilities of his or her **substantive** position, including the classification level, and, where applicable, the point rating allotted by factor to his or her position, and an organization chart depicting the position's place in the organization.

ARTICLE 32

DISCIPLINE

32.05 Any document or written statement related to disciplinary action, which may have been placed on the personnel file of an employee shall be destroyed after two (2) years have elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period. **This period will automatically be extended by the length of any period of leave without pay.**

ARTICLE 35
JOINT CONSULTATION

Clauses 35.05 to 35.11 Inclusively Apply Only to the Education (ED) Group

Consultation Committees

35.05 To facilitate discussions on matters of mutual interest outside the terms of this collective agreement, the Employer recognizes the following Education Group committees of the Alliance for the purpose of consulting with management:

- (a) with regard to the Elementary and Secondary Teaching subgroup, regional committees in each province but only one (1) for the Maritime provinces;
- (b) the procedure regarding consultation with the Correctional Service of Canada will be established by mutual agreement between the two (2) parties;
- (c) with regard to the Language Teaching subgroup, committees in each region and/or work unit determined by mutual agreement by the Canada School of Public Service Joint Departmental Committee. ~~The procedure regarding consultation with the Department of National Defence will be established by mutual agreement between the two (2) Parties.~~

ARTICLE 43
HOURS OF WORK FOR THE LS GROUP

43.05 When an employee who is subject to clause 43.04 is required to change his or her scheduled shift without receiving at least ~~five (5) working days'~~ **forty-eight (48) hours'** notice in advance of the starting time of such change in his or her scheduled shift, the employee shall be paid at the rate of time and one-half (1 1/2) for all hours worked outside of those which the employee is scheduled to work.

ARTICLE 45**WORK YEAR AND HOURS OF WORK FOR THE ED-LAT SUB-GROUP**

45.08 Except for employees whose hours of work are scheduled pursuant to clause 45.03, employees who are required to change their scheduled hours of work without receiving at least **forty-eight (48) hours** ~~five (5) days'~~ notice in advance of the starting time of such change shall be paid for the first shift worked on the revised schedule at the rate of time and one-half (1 1/2). Subsequent shifts worked on the revised schedule shall be paid for at straight time, subject to the overtime provisions of this Agreement.

ARTICLE 45

WORK YEAR AND HOURS OF WORK FOR THE ED-LAT SUB-GROUP

45.10

- (a) Hours of teaching **consist of five (5) periods of fifty-four (54) minutes and include a total of thirty (30) minutes of breaks for each five (5) hour period** ~~must be in accordance with the November 30, 1989, Award of the Special Arbitration Panel chaired by M. Teplitsky.~~
- (b) Notwithstanding the Employer's right to decide on course content and methods of delivery, hours of teaching shall include time spent in remote and/or direct contact with student(s). Remote contact includes but is not limited to the use of the Internet, telephone or other electronic means of communication.

ARTICLE 46

PEDAGOGICAL BREAK

This article applies to employees in the Elementary and Secondary Teaching (ED-EST) sub-group who work for a period of twelve (12) months, to employees in the Language Teaching ED-LAT sub-group, to employees in the Language Instructor and Physical Education sub-groups of the Educational Support (EU) group, and to employees in the Education Services ED-EDS sub-group employed at the Department of National Defence Canada who regularly teach.

~~46.01—Employees shall be granted a pedagogical break which will include all calendar days between December 25 and January 2 inclusively. During this period, employees are entitled to four (4) days of leave with pay, in addition to three (3) designated paid holidays as provided for under clause 21.01 of this Agreement.~~

46.02 Should January 2 coincide with an employee's day of rest or with a day to which a designated paid holiday has been moved by application of clause 21.03, the day shall be moved to the employee's first scheduled working day following the pedagogical break.

46.03 If an employee performs authorized work during the pedagogical break on a day other than a designated paid holiday or a normal day of rest, he or she shall receive compensation based upon his or her normal daily rate of pay, in addition to his or her usual pay for the day.

Renumber accordingly

ARTICLE 60

LEAVE FOR ED-EST AND EU EMPLOYEES WHO WORK A TEN (10)
MONTH WORK YEAR

60.01 The Employer shall, **subject to operational requirements**, grant ED-EST and EU employees who work a ten (10) month work year up to fifteen (15) hours of leave with pay, **to be granted in up to two (2) periods**, within each school year for personal reasons, at a time requested by the employee, provided the employee gives the Employer advance notice prior to the commencement of the leave of at least five (5) working days, unless there is a valid reason, as determined by the Employer, why such notice cannot be given.

supply hours

ARTICLE 62

DURATION

The Employer reserves the right to present proposals regarding the date on which the provisions and the appendices of the new agreement become effective, as well as the implementation of the retroactive period of the agreement, where applicable.

62.01 The provisions of this Agreement will expire on June 30, 2014~~18~~.

Language moved from Appendix K to clause 62.03

62.03 The provisions of this collective agreement shall be implemented by the parties within a period of one hundred and fifty (150) days from the date of signing.

References to "Cash"

The Employer wishes to discuss the administrative changes due to various references to the word "cash" under the following:

Article 2- Definitions: compensatory leave

Article 20.08 (b) and (c)

Article 27.04- last paragraph

Article 48.07

Article 48.09

Appendix B- Workforce Adjustment

APPENDIX A

ANNUAL RATES OF PAY AND PAY NOTES

ANNUAL RATES OF PAY (all groups)

On July 1, 2014: Increase all rates of pay by 0.5%

On July 1, 2015: Increase all rates of pay by 0.5%

On July 1, 2016: Increase all rates of pay by 0.5%

On July 1, 2017: Increase all rates of pay by 0.5%

Note: all references to Indian and Northern Affairs will be changed to Aboriginal Affairs and Northern Development Canada to reflect the current title of the Department.

ANNEX "A1"

ED-EST SUB-GROUP PAY NOTES

5. The Employer will pay teachers of INAC AANDC on a ~~semi-monthly~~ bi-weekly basis.

The Employer wishes to discuss:

7. Rates of Pay on Promotion, Transfer or Demotion of an Employee

- a) Notwithstanding Section 2(e)(iii) of the ~~Public Service Terms and Conditions of Employment Regulations Directive~~ *Directive on Terms and Conditions of Employment*, sections 24, 25 and 26 of the above regulations shall apply when an employee is promoted, transferred or demoted to a position classified in another group or sub-group.

ANNEX "A5"
EDUCATIONAL SUPPORT GROUP (EU)

ANNUAL RATES OF PAY

EU GROUP PAY NOTES

Teacher Aides

4. An employee on a twelve (12) month work year is entitled to be paid for services rendered at rates of pay which are higher, by twenty per cent (20%), than the rates of pay on the pay scale as set forth in Appendix "A".

5. The Employer will continue the present practice of paying employees of the **Department of Aboriginal Affairs and Northern Development Canada** ~~Indian and Northern Affairs~~ on a bi monthly **weekly** basis, with one (1) **pay cheque** in July and August.

APPENDIX B

WORKFORCE ADJUSTMENT

The Employer wishes to discuss.

APPENDIX D

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF
CANADA WITH RESPECT TO CLASS SIZE AND CLASS RELATED
ISSUES FOR INAC AANDC SCHOOLS**

Administrative change.

APPENDIX H

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF
CANADA WITH RESPECT TO A JOINT LEARNING PROGRAM**

The Employer wishes to discuss.

APPENDIX J

**LETTER OF UNDERSTANDING BETWEEN THE TREASURY BOARD
AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH RESPECT
TO A STUDY TO COMPARE THE COMPENSATION OF ED-EST WHO
WORK FOR A PERIOD OF TWELVE (12) MONTHS**

The Employer proposes to delete.

APPENDIX K

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH
RESPECT TO IMPLEMENTATION OF THE COLLECTIVE
AGREEMENT**

The Employer wishes to move to article 62 the language found in the Appendix K and delete the Appendix

APPENDIX L

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA WITH
RESPECT TO THE IMPLEMENTATION OF THE APPENDIX J PAY
STUDY FOR 12 MONTHS ED-EST EMPLOYEES**

The Employer proposes to delete.

APPENDIX M

**MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY
BOARD AND THE PUBLIC SERVICE ALLIANCE OF CANADA
TRANSITIONAL MARKET ALLOWANCE FOR ED-EST 12 MONTHS
TEACHERS**

The Employer wishes to discuss.

ROYAL CANADIAN MOUNTED POLICE

In light of section 86 of the *Enhancing the Royal Canadian Mounted Police Accountability Act* - which would deem certain RCMP members to be persons appointed under the *Public Service Employment Act*, on a date to be determined - the Employer may wish to table proposals related to this deeming exercise.

